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| **Section**  | **Criteria**  | **Essential / Desirable**  | **Assessment Method**  |
| **Application**  | **Interview**  | **Test**  |
| **Education and Personal Development**  | Level 2 in Literacy and Numeracy as a minimum.  | Essential  |
| Post Graduate Level 7 qualification or equivalent experience or working towards.  | Essential  |
| Evidence of continued professional development.  | Essential  |
| Professional membership of an appropriate body.  | Desirable  |
| Management and leadership qualification.  | Desirable  |
| **Experience**  | Leadership role within a complex and similar organisation such as a Group of companies and/or not-for-profit organisations.  | Essential  |
| Experience of operational management and planning in a complex organisation.  | Essential  |
| Recent and extensive experience of working in the technical and vocational education and skills sector including some or all of apprenticeships, regulated qualifications and carding in one or more of construction, engineering, manufacturing and technology.  | Essential  |
| Proven experience in leading and developing a commercial business either private or not-for-profit.  | Essential  |
| Experience of working with diverse stakeholders including training providers and employers.  | Essential  |
| Experience of UK and international skills development markets.  | Desirable  |
| Experience of working with acquisitions and partnering agreements/JVAs.  | Desirable  |
| **Knowledge**  | Knowledge of strategic leadership and management, visioning and planning.  | Essential  |
| Knowledge of challenges facing the technical and vocational educational and skills sector.  | Essential  |
| Knowledge of regulated education and skills markets.  | Desirable  |
| Knowledge of strategic market analysis and business planning.  | Desirable  |
| Knowledge of assessment and credentialing.  | Desirable  |
| Knowledge of some corporate support functions such as customer services, finance, HR and IT.  | Desirable  |
| Knowledge of organisational development.  | Essential  |
| Knowledge of the education and skills funding systems.  | Desirable  |
| Strategic leadership skills and demonstrate the ability to provide this across a complex range of business activities including different technical areas as well as some of the support functions such as customer service, finance, HR and IT.  |